



Employment Dispute Resolution

- Employee Grievances: Senate Bill 201
 - Express language added to grievance statutes:
 - No retaliation for grievance participation
 - Requested documents must be timely provided
 - Hearing officer fees must be reasonable
 - Hearing officer authority to mitigate



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- Employee Grievances: Senate Bill 201
 - New provision for reasonable attorneys fees
 - Discharge grievance only
 - Where grievant “substantially prevails on the merits”
 - Unless special circumstances would make an award unjust
 - Relief, including fees, in accordance with EDR rules



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- Grievance Procedure Manual
- Rules for Conducting Grievance Hearings
 - Considered feedback from employee reps, primary user agencies, and OAG employment law attorneys
 - Reviewed public employment law and related court and administrative decisions
 - Now revising *Manual* and *Rules* for Secretary of Administration's review and finalization by 7/1/04